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Union Wages and Benefits: Local-Transit Operating Employees July 1, 1980

U.S. Department of Labor
Bureau of Labor Statistics
November 1981

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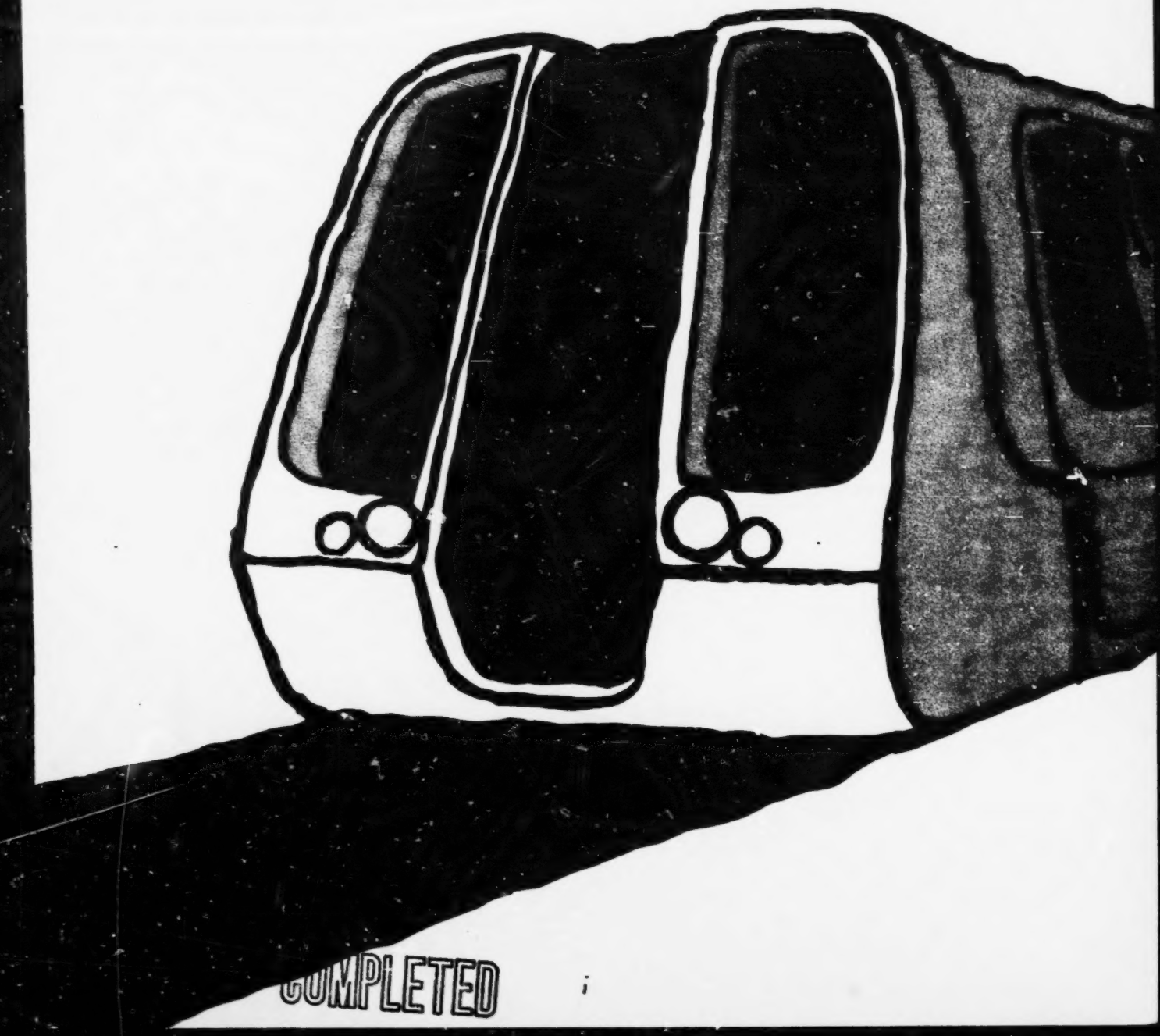

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Union Wages and Benefits: Local-Transit Operating Employees July 1, 1980

U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
November 1981

Bulletin 2117

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Preface

This is one in a series of BLS bulletins reporting on surveys of union wages and benefits in specific industries. Industries covered include construction and local transit (annual surveys) and grocery stores, printing, and local trucking (biennial surveys). The bulletins report on surveys of wage rates, weekly straight-time hours of work, and employer contributions for selected employee benefits, as provided in labor-management agreements. Wage rates, hours, and benefit contributions are those in effect the first workday in July for annual studies, and the first workday in September for biennial studies, as reported to the Bureau by the appropriate labor organization officials in each of the surveyed cities.

Preliminary listings of union wage rates, hours, and benefits for local-transit operating employees in each city were issued early 1981. Copies of these are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices listed on the inside back cover of this bulletin.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Harry B. Williams of the Division of Occupational Wage Structures prepared the analysis in this bulletin, which provides a comprehensive account of the current study and includes indexes of union wage rates for local-transit operating employees for 1929-80. Fieldwork for the survey was conducted by the Bureau's Assistant Regional Commissioners for Operations.

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Data on union wage rates for local-transit operating employees will no longer be published. This series—along with the others in the union wage program—has been discontinued due to lack of funds.

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Local-Transit Operating Employees, July 1, 1980

Summary

Average union wage rates for local-transit operating employees in cities of 100,000 inhabitants or more increased 10.3 percent between July 1, 1979, and July 1, 1980. The average increase for operators of surface cars and buses was 10.1 percent, compared with 11.9 percent for elevated and subway equipment operators.

Regionally, the largest wage rate increase for transit employees was reported in the Pacific States (16.3 percent). The smallest increases were reported in the New England and Southwest regions, 6.3 and 7.4 percent, respectively. When cities were grouped by population size, the 1979-80 increase was highest (13.0 percent) for the smallest cities studied—100,000 to 250,000 inhabitants—and lowest (9.2 percent) for those with 1 million inhabitants or more. Increases varied considerably, however, among individual cities and by types of equipment operated within regional and city size groups.

On July 1, 1980, union wage rates for operators of surface cars and buses averaged $9.02 and for elevated and subway equipment operators, $8.94. Six years earlier, the wage differential favored subway equipment operators by 60 cents, or 11 percent.

The highest paying regions in the survey—the Great Lakes, Pacific, Border States, and New England—had wage levels ranging between $9 and $10 per hour. The lowest paying region, the Southwest, averaged $7.37.

Wage trends

The overall rate increase of 10.3 percent between July 1, 1979, and July 1, 1980, raised the Bureau's wage rate index (1977=100) for local- transit operating employees to 126.6 (table 1).[1] The July 1979-80 increase was the third largest annual gain in the transit industry since 1965, exceeded only by increases of slightly over 11 percent a year in the 1973-75 survey periods (text table 1). Over the 15-year period, other wage increases typically fell between 6 and 9 percent annually. The June 1979-80 increase in the union component of the Bureau's Employment Cost Index—which traces wage trends in the private nonfarm sector—was 10.2 percent.

Increases were granted to almost all of the local-transit operating employees during the year ended July 1, 1980. Nearly one-twelfth received increases under 3 percent; slightly more than one-fifth received between 3 and 8 percent; about one-third, between 8 and 12 percent; nearly one-fourth, between 12 and 14 percent; and about one-eighth received 14 percent or more.

Union wage rates for local-transit operating employees increased by an average of 10.3 percent between July 1, 1979, and July 1, 1980. The average increase for operators of surface cars and buses was 10.1 percent, compared with 11.9 percent for elevated and subway equipment operators. Larger increases in the 1970's for bus operators than for subway equipment operators have narrowed the average wage-rate difference between the two groups, reversing an 11-percent advantage for subway operators in 1974 to a 1-percent advantage for bus operators in 1980.

Regionally, local-transit operators in the Pacific States reported the largest average wage rate increase (16.3 percent) between July 1, 1979, and July 1, 1980. The smallest increases were reported in New England (6.3 percent) and the Southwest region (7.4 percent).

Text table 1. Annual percent increases in wage rates of local-transit operating employees, by classification, July 1965 to July 1980

Year (July to July)	Total	Operations of surface and cars and buses	Elevated and subway equipment operators
1965-66	4.2	4.3	3.5
1966-67	6.8	6.3	10.6
1967-68	6.6	6.7	5.9
1968-69	7.8	7.9	7.1
1969-70	8.8	8.9	8.7
1970-71	8.5	8.4	9.6
1971-72	6.7	6.7	6.3
1972-73	7.2	7.4	6.0
1973-74	11.5	11.3	12.8
1974-75	11.3	11.7	8.8
1975-76	6.4	6.8	3.9
1976-77	7.4	7.7	5.7
1977-78	5.5	5.9	2.9
1978-79	8.8	9.0	7.4
1979-80	10.3	10.1	11.9

[1] The July 1, 1980, wage rate index for transit workers was calculated on a 1977=100 base; the base previously used was 1967=100. On the new base, the index for July 1, 1980 is 126.6; on the old base, 279.1. The Office of Federal Statistical Policy and Standards established the new base in line with a longstanding policy that index bases are to be updated periodically.

Increases in the remaining six regions ranged from 9.3 to 11.1 percent (table 7).

Union members in 52 of the 62 cities studied were provided wage increases between July 1, 1979, and July 1, 1980. (The 10 cities reporting no wage increases accounted for less than 3 percent of the union members surveyed.) Among these 52 cities, 5 cities granted increases between 2 percent and 5 percent; 17 cities, between 5 percent and 10 percent; 24 cities, between 10 percent and 15 percent; and 6 cities, increases over 15 percent. When cities were grouped by population size, the 1979-80 increase was largest for cities with 100,000 to 250,000 inhabitants (13.0 percent) and smallest for those with 1 million inhabitants or more (9.2 percent). Reflecting the localized nature of bargaining agreements, however, increases varied widely within regions, States, and city size groups. For example, increases among the four cities studied in New York State ranged from 3.9 percent in Rochester to 11.3 percent in Albany.

Cost-of-living adjustments

Of the 74 local-transit contracts studied in the 1980 survey, 57 contained an escalator clause which commonly provided for quarterly adjustments to wage rates of one cent per hour for each 0.35- to 0.50 point increase in either the national or a local BLS Consumer Price Index (CPI). At current levels of transit wage rates and the national CPI, this translates into about a 1-percent increase in wage rates for every 1.5- to 2.0-percent rise in the CPI. It should be noted, however, that the actual yield of cost-of-living adjustment (COLA) clauses can be influenced by other factors, such as contract-stipulated limits on the total increases (caps) and the "corridors" of price increase, e.g., between 6 and 10 percent, within which cost-of-living adjustments are to be made.

The relative importance of these adjustments varied considerably among the bargaining units with such clauses. To illustrate, COLA's constituted all of the 1979-80 wage increase in 10 bargaining units with such clauses. On the other hand, in 6 bargaining units with COLA clauses, general wage increases were reported but no COLA payments were made during the 12-month period studied. Of the remaining 41 units that contained COLA clauses in their agreements, 23 had a COLA payment that accounted for at least half of the total wage increase over the July 1, 1979-80 period.

Industry averages

Union wage rates for local-transit operating employees averaged $9.01 an hour on July 1, 1980; for operators of surface cars and buses, about nine-tenths of all employees covered by the survey, the average was $9.02; and for operators of elevated and subway equipment, it was $8.94. (See table 2.)

As indicated in the following tabulation for the nine cities for which comparsions could be made, average wage rates for surface car and bus operators and for elevated and subway equipment operators were the same in Atlanta, Cleveland, Newark, Philadelphia, and Washington; higher for bus operators in Boston (9 cents) and Chicago (7 cents); and higher for subway operators in New York (17 cents) and San Francisco (69 cents). For New York, this reversed the wage advantage held by operators of surface cars and buses in each of the last 5 years.

	Surface car and bus operators	*Elevated and subway equipment operators*
Atlanta	$9.71	$9.71
Boston	9.67	9.57
Chicago	11.50	11.43
Cleveland	9.20	9.20
Newark	9.00	9.00
New York	8.63	8.80
Philadelphia	8.08	8.08
San Francisco	9.94	10.53
Washington	10.23	10.23

Excluding the upper and lower fourths of the array, the mid-range of surface car and bus operators' wage rates was $8.08 to $9.75 an hour on July 1, 1980. Wage rates of elevated and subway equipment operators were more highly concentrated than those for surface car and bus operators. For example, nearly three-fourths of all subway operators in the study had wages in two 10-cent interval groupings—$8.10 to $8.20, and $9.30 to $9.40 (table 3). Most of these workers were in Boston and New York City.

Regional and city averages

Average hourly rates for local-transit operating employees exceeded $9 an hour in four regions—the Great Lakes ($9.77), Pacific ($9.60), Border States ($9.22), and New England ($9.13). As the following tabulation indicates, large, high-paying cities significantly influenced these regional wage levels:

	City average	*Percent of region's membership*
Border States:		
Washington	$10.23	54
Great Lakes:		
Chicago	11.48	52
New England:		
Boston	9.65	71
Pacific:		
Los Angeles	9.74	36

The Middle Atlantic region, numerically the most important region studied, is also dominated by one city—New York. The 10.5 percent average wage gain for local transit operating employees in New York City over the year ended July 1, 1980, reversed the relatively small wage gains in the Middle Atlantic region over the past 4 years. As in previous studies, the lowest regional averages were found in the Southwest ($7.37) and the Mountain States ($7.94).

Among the four city population groups studied separately in the local transit industry, operating employ-

ees in population group I (which includes cities with at least 1,000,000 inhabitants) were paid essentially the same, on average, as those in group II (cities with 500,000 to 1,000,000 inhabitants); 9 percent more than those in group III (cities with 250,000 to 500,000 inhabitants) and 18 percent more than those in group IV (cities with 100,000 to 250,000 inhabitants). City size, however, seemed less important than other factors, such as location or variation in bargaining conditions among union locals, in analyzing wage rates. When cities were grouped by region (table 9), for example, the percent difference between the highest and lowest city averages within each region was much smaller in most cases than the spread between groups of cities of a similar size but in different regions.

Union contracts in all but four of the cities studied provided wage rate progressions by length of service, usually from an entrance or starting rate to one or more intermediate rates, and then to a maximum or top rate (tables 10-18). Over the year ended July 1, 1980, wage rate progressions in agreements in ten cities were either revised or extended to cover longer periods of time before reaching the highest rate. For new workers, rates were typically increased after a period of either 3 or 6 months on the job, with maximum rates usually reached before 3 years of service. Local-transit operating employees who reach the top of their progression after 3 years are represented by 20 of 90 specified top rates; other common length-of-service requirements for attaining maximum job rates include 1 year (18 wage rate progressions) and 2 years (16 wage rate progressions). Eleven agreements provided for a single wage rate in the contract.

Straight-time hours and supplementary benefits

The number of weekly hours required before overtime premiums take effect has changed very little over the past decade.[2] As stipulated by contract provisions for local-transit operating employees, straight-time hours averaged 40 per week on July 1, 1980 (table 6). Because of wide variation in demand for mass transit during the day, however, agreements frequently permit "split shifts" of two daily assignments or more, separated by time off. Typically, the intervening time between part of such a shift is not paid for, although some agreements require that pay be given for short intervals, such as 30 minutes to 1 hour. Workers on split shifts exceeding a certain number of hours (typically 10 to 12) usually earn premium pay for work that exceeds these specified hours. Many agreements, however, limit the number of split-shift assignments to an average of less than 50 percent of all workers scheduled on weekdays and a smaller percentage on Saturdays, Sundays, or holidays.

Contract provisions for employer-financed health, welfare, and pension plans applied to nearly all of the workers covered by the survey (tables 10-18). In addition, an analysis of union contracts shows that operating employees were most commonly provided 9 to 11 paid holidays annually and from 1 week of vacation pay after 1 year of service to 4-6 weeks after 5 or 6 years of service.

[2] It should be noted that data were not collected in this survey on actual hours worked or on weekly work schedules (which may exceed 40 hours for some workers).

Table 1. Wage rate indexes: United States, 1929-80

(Indexes[1] of union hourly wage rates of local-transit operating employees: 1977 = 100)

Date	Index	Date	Index
1929:May 15	10.0	1955:July 1	27.0
1930:May 15	10.1	1956:July 1	28.0
1931:May 15	10.1	1957:July 1	29.2
1932:May 15	9.9	1958:July 1	31.0
1933:May 15	[2]	1959:July 1	32.2
1934:May 15	9.7	1960:July 1	33.4
1935:May 15	10.0	1961:July 1	34.7
1936:May 15	10.1	1962:July 1	36.2
1937:May 15	10.6	1963:July 1	37.6
1938:June 1	10.9	1964:July 1	39.1
1939:June 1	11.0	1965:July 1	40.7
1940:June 1	11.1	1966:July 1	42.5
1941:June 1	11.6	1967:July 1	45.4
1942:July 1	12.4	1968:July 1	48.4
1943:July 1	13.2	1969:July 1	52.2
1944:July 1	13.3	1970:July 1	56.8
1945:July 1	13.4	1971:July 1	61.6
1946:July 1	15.8	1972:July 1	65.7
1947:Oct. 1	17.8	1973:July 1	70.4
1948:Oct. 1	19.6	1974:July 1	78.6
1949:Oct. 1	20.4	1975:July 1	87.5
1950:Oct. 1	21.4	1976:July 1	93.1
1951:Oct. 1	22.8	1977:July 1	100.0
1952:Oct. 1	24.5	1978:July 1	105.5
1953:July 1	25.0	1979:July 1	114.8
1954:July 1	26.2	1980:July 1	126.6

[1] Index series are designed for trend purposes; periodic changes in union wage rates are based on comparable rate quotations for the various occupations in consecutive periods, weighted by the number of union members reported at each wage rate in the current survey period.

[2] Information not available.

Table 2. Average wage rates: United States, July 1, 1980

(Union local-transit operating employees)

Classification	Average hourly rate[1]	Change from July 1, 1979	
		Cents per hour	Percent
All local-transit operating employees.	$9.01	82	10.3
Operators of surface cars and buses.....	9.02	80	10.1
Elevated and subway equipment operators.....	8.94	95	11.9

[1] Wage rates used to calculate these averages represent those available and payable only on July 1, 1980, and do not include later increases retroactive to that date or before. Such retroactive increases are included in the wage rates reported in the following year's survey. Averages were developed by weighting the top rate of length-of-service progressions that ended at 3 years or less for each occupation in each contract by the number of union members at that rate on the survey date. In seven cities where progressions extended beyond 3 years, all contract-stipulated rates, and associated union membership, at steps of 3 years or beyond were included in the averages.

Table 3. Wage rate distribution: United States, July 1, 1980

(Percent distribution of local-transit operating employees)

Hourly rate	All workers	Operators of surface cars and buses	Elevated and subway equipment operators
Total	100.0	100.0	100.0
Under $6.50	2.1	2.4	–
$6.50 and under $6.60	–	–	–
$6.60 and under $6.70	–	–	–
$6.70 and under $6.80	(1)	(1)	–
$6.80 and under $6.90	1.8	2.0	–
$6.90 and under $7.00	–	–	–
$7.00 and under $7.10	1.0	1.1	–
$7.10 and under $7.20	.1	.2	–
$7.20 and under $7.30	3.1	3.6	–
$7.30 and under $7.40	1.4	1.6	–
$7.40 and under $7.50	2.6	3.0	–
$7.50 and under $7.60	2.6	3.0	–
$7.60 and under $7.70	1.1	1.2	–
$7.70 and under $7.80	1.2	1.4	–
$7.80 and under $7.90	.5	.6	–
$7.90 and under $8.00	.6	.6	–
$8.00 and under $8.10	5.6	6.0	3.1
$8.10 and under $8.20	8.6	4.7	36.5
$8.20 and under $8.30	1.3	1.5	–
$8.30 and under $8.40	6.8	7.7	–
$8.40 and under $8.50	–	–	–
$8.50 and under $8.60	–	–	–
$8.60 and under $8.70	.6	.6	–
$8.70 and under $8.80	.7	.8	–
$8.80 and under $8.90	14.2	16.2	–
$8.90 and under $9.00	2.7	3.1	–
$9.00 and under $9.10	4.7	3.3	8.9
$9.10 and under $9.20	1.2	1.4	–
$9.20 and under $9.30	1.6	1.7	.9
$9.30 and under $9.40	8.8	4.8	37.3
$9.40 and under $9.50	(1)	–	.3
$9.50 and under $9.60	2.0	1.8	3.2
$9.60 and under $9.70	6.5	7.0	3.2
$9.70 and under $9.80	2.1	2.3	.7
$9.80 and under $9.90	5.4	6.1	–
$9.90 and under $10.00	–	–	–
$10.00 and under $10.10	3.3	3.8	–
$10.10 and under $10.20	–	–	–
$10.20 and under $10.30	4.9	5.1	2.9
$10.30 and under $10.40	1.3	1.5	–
$10.40 and under $10.50	–	–	–
$10.50 and over	.4	–	3.1
Average hourly rate	$9.01	$9.02	$8.94

[1] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 4. Cents-per-hour changes in wage rates: United States, July 1, 1979-July 1, 1980

(Percent distribution of local-transit operating employees)

Change in hourly rate	All workers	Operators of surface cars and buses	Elevated and subway equipment operators
Total	100.0	100.0	100.0
No change	2.7	3.1	–
Under 10 cents	1.5	1.7	–
10 and under 15 cents	2.9	3.3	–
15 and under 20 cents	–	–	–
20 and under 25 cents	–	–	–
25 and under 30 cents	–	–	–
30 and under 35 cents	2.7	3.1	–
35 and under 40 cents	4.7	4.4	6.7
40 and under 45 cents	4.0	4.6	–
45 and under 50 cents	.5	.6	–
50 and under 55 cents	7.2	7.7	3.1
55 and under 60 cents	4.3	4.7	1.5
60 and under 65 cents	2.4	2.7	–
65 and under 70 cents	4.3	4.9	–
70 and under 75 cents	9.2	10.4	.9
75 and under 80 cents	5.7	6.5	–
80 and under 85 cents	1.9	2.1	–
85 and under 90 cents	.9	1.0	–
90 and under 95 cents	.9	1.0	–
95 and under $1.00	7.3	2.8	39.5
$1.00 and under $1.05	16.7	17.6	16.3
$1.05 and under $1.10	6.8	2.5	37.3
$1.10 and under $1.15	1.3	1.5	–
$1.15 and under $1.20	2.8	3.2	–
$1.20 and under $1.25	1.5	1.7	–
$1.25 and under $1.30	–	–	–
$1.30 and under $1.35	–	–	–
$1.35 and under $1.40	–	–	–
$1.40 and under $1.45	4.0	4.4	.7
$1.45 and under $1.50	–	–	–
$1.50 and over	4.0	4.5	–

NOTE: Because of rounding, sums of individual items may not equal 100. Variations in the size of annual increases from survey to survey may reflect, in part, timing of negotiations in relation to the July 1 survey reference date, and do not include increases made later that are retroactive to July 1 or before. Such retroactive increases are included in the wage rates reported in the following year's survey.

Table 5. Percent changes in wage rates: United States, July 1, 1979-July 1, 1980

(Percent distribution of local-transit operating employees)

Change in hourly rate	All workers	Operators of surface cars and buses	Elevated and subway equipment operators
Total	100.0	100.0	100.0
No change	2.7	3.1	–
Under 2 percent	4.4	5.0	–
2 and under 3 percent	–	–	–
3 and under 4 percent	6.9	6.9	6.7
4 and under 5 percent	.5	.6	–
5 and under 6 percent	3.3	3.8	–
6 and under 7 percent	10.2	11.0	4.6
7 and under 8 percent	1.3	1.5	–
8 and under 9 percent	16.1	18.2	.9
9 and under 10 percent	2.6	2.9	–
10 and under 11 percent	8.6	8.9	6.0
11 and under 12 percent	6.8	7.8	–
12 and under 13 percent	10.5	5.7	44.7
13 and under 14 percent	13.1	9.9	36.5
14 and under 15 percent	2.8	3.2	–
15 and under 16 percent	–	–	–
16 and under 17 percent	.1	.2	–
17 and under 18 percent	1.9	2.1	.7
18 and under 19 percent	2.0	2.3	–
19 and under 20 percent	1.5	1.7	–
20 percent and over	4.5	5.1	–

NOTE: Because of rounding, sums of individual items may not equal 100. Variations in the size of annual increases from survey to survey may reflect, in part, timing of negotiations in relation to the July 1 survey reference date, and do not include increases made later that are retroactive to July 1 or before. Such retroactive increases are included in the wage rates reported in the following year's survey.

Table 6. Weekly hours: United States[1], July 1, 1980

(Percent distribution of local-transit operating employees)

Weekly hours	All workers	Operators of surface cars and buses	Elevated and subway equipment operators
Total	100.0	100.0	100.0
Reporting straight-time hours	100.0	100.0	100.0
40 hours	99.8	99.7	100.0
Over 40 and under 44 hours	—	—	—
44 and under 48 hours	.2	.3	—
Average weekly hours reported	40.0	40.0	40.0

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 7. Average wage rates and changes: Regions, July 1, 1980

(Union local-transit operating employees)

Region[1]	All workers			Operators of surface cars and buses			Elevated and subway equipment operators		
	Average hourly rate[2]	Change from July 1, 1979		Average hourly rate[2]	Change from July 1, 1979		Average hourly rate[2]	Change from July 1, 1979	
		Cents per hour	Percent		Cents per hour	Percent		Cents per hour	Percent
United States	$9.81	82	10.3	$9.82	80	10.1	$8.94	95	11.9
New England	9.13	54	6.3	9.06	57	6.7	9.57	35	3.8
Middle Atlantic	8.66	75	9.5	8.62	67	8.4	8.78	99	12.7
Border States	9.22	69	9.3	9.19	79	9.3	10.23	101	10.9
Southeast	8.81	79	10.9	7.99	78	10.8	9.71	143	17.3
Southwest	7.37	51	7.4	7.37	51	7.4			
Great Lakes	9.77	73	9.5	9.77	73	9.5	9.20	73	8.6
Middle West	8.43	82	10.6	8.43	82	10.6	—	—	—
Mountain	7.94	79	11.1	7.94	79	11.1			
Pacific	9.68	133	16.3	9.59	134	16.5	10.53	96	10.0

[1] The regions referred to in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; *Pacific*—Alaska, California, Hawaii, Nevada, Oregon, and Washington.

[2] See table 2, footnote 1.

Table 8. Average wage rates by population group: Selected cities, July 1, 1980

(Union local-transit operating employees)

City and population group	Average hourly rate[1]	Change from July 1, 1979	
		Cents per hour	Percent
All cities	$9.01	82	10.3
Population group I (1,000,000 and over)	9.28	72	9.2
Chicago, Ill.	11.48	–	–
Detroit, Mich.	8.31		
Houston, Tex.	8.15	53	7.0
Los Angeles, Calif.	9.74		
New York, N.Y.	8.69	83	10.5
Philadelphia, Pa.	8.08	52	6.9
Population group II (500,000 to 1,000,000)	9.44	94	11.1
Baltimore, Md.	8.33	66	8.6
Boston, Mass.	9.65	36	3.8
Cleveland, Ohio	9.20	73	8.6
Columbus, Ohio	8.16	78	10.6
Denver, Colo.	9.31	101	12.2
Indianapolis, Ind.	7.53	49	7.0
Jacksonville, Fla.	8.00	76	10.5
Kansas City, Mo.	8.91	71	8.6
Memphis, Tenn.	8.84	101	12.9
Milwaukee, Wis.	9.14	101	12.4
New Orleans, La.	7.07	56	8.5
Phoenix, Ariz.	8.23	96	13.2
Pittsburgh, Pa.	9.80	79	8.8
St. Louis, Mo.	9.61	97	11.2
San Antonio, Tex.	6.07	43	6.8
San Diego, Calif.	9.76		
San Francisco, Calif.	9.90	190	23.8
Seattle, Wash.	10.31	112	12.2
Washington, D.C.	10.23	100	10.9
Population group III (250,000 to 500,000)	8.50	74	9.5
Akron, Ohio	7.28	68	10.3
Atlanta, Ga.	9.71	143	17.3
Buffalo, N.Y.	$8.01	68	9.3
Cincinnati, Ohio	8.32	86	11.5
Fort Worth, Tex.	6.15	40	7.0
Honolulu, Hi.	8.98	140	18.5
Long Beach, Calif.	9.51		
Louisville, Ky.	7.55	14	1.9
Miami, Fla.	7.49	40	5.6
Minneapolis-St. Paul, Minn.	9.84	105	11.9
Nashville-Davidson, Tenn.	7.33		
Newark, N.J.	9.00	35	3.9
Norfolk, Va.	8.56	–	–
Omaha, Nebr.	7.73		
Portland, Oreg.	9.58	33	3.6
Rochester, N.Y.	8.21	31	3.9
Sacramento, Calif.	9.63	192	24.9
Toledo, Ohio	7.94	43	5.7
Wichita, Kans.	5.35	50	10.3
Population group IV (100,000 to 250,000)	7.85	90	13.0
Albany, N.Y.	7.76	79	11.3
Chattanooga, Tenn.	7.81		
Flint, Mich.	7.21	120	20.0
Fresno, Calif.	7.80	56	4.8
Grand Rapids, Mich.	7.50	91	13.8
Hammond, Ind.	8.33	82	10.9
New Bedford, Mass.	7.50	81	12.1
New Haven, Conn.	8.29	100	13.7
Providence, R.I.	8.16	84	11.5
Riverside, Calif.	9.26		
Rockford, Ill.	8.75	57	7.0
St. Petersburg, Fla.	5.21	92	21.4
Salt Lake City, Utah	6.86	61	9.8
Santa Ana, Calif.	9.32	119	14.6
Scranton, Pa.	7.20	50	7.5
Spokane, Wash.	8.66	84	10.7
Stamford, Conn.	8.30	100	13.7

[1] See table 2, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal 100. Variations in the size of annual increases from survey to survey may reflect, in part, timing of negotiations in relation to the July 1, survey reference date, and do not include increases made later that are retroactive to July 1 or before. Such retroactive increases are included in the wage rates reported in the following year's survey.

Table 9. Average wage rates by region: Selected cities, July 1, 1980

(Union local-transit operating employees)

City and region[1]	Average hourly rate[2]	Change from July 1, 1979	
		Cents per hour	Percent
All cities	$9.01	82	10.3
New England	9.13	54	6.3
Boston, Mass. (II)	9.65	36	3.8
New Bedford, Mass. (IV)	7.50	81	12.1
New Haven, Conn. (IV)	8.29	100	13.7
Providence, R.I. (IV)	8.16	84	11.5
Stamford, Conn. (IV)	8.30	100	13.7
Middle Atlantic	8.66	75	9.5
Albany, N.Y. (IV)	7.76	79	11.3
Buffalo, N.Y. (III)	8.01	68	9.3
New York, N.Y. (I)	8.69	83	10.5
Newark, N.J. (III)	9.00	55	6.5
Philadelphia, Pa. (I)	8.08	52	6.9
Pittsburgh, Pa. (II)	9.80	79	8.8
Rochester, N.Y. (III)	8.21	31	3.9
Scranton, Pa. (IV)	7.20	50	7.5
Border States	9.22	80	9.3
Baltimore, Md. (II)	8.33	66	8.6
Louisville, Ky. (III)	7.55	14	1.9
Norfolk, Va. (III)	8.56		
Washington, D.C. (II)	10.23	100	10.9
Southeast	8.01	79	10.9
Atlanta, Ga. (III)	9.71	143	17.3
Chattanooga, Tenn. (IV)	7.81		
Jacksonville, Fla. (II)	8.00	76	10.5
Memphis, Tenn. (II)	8.84	101	12.9
Miami, Fla. (III)	7.49	40	5.6
Nashville-Davidson, Tenn. (III)	7.33		
St. Petersburg, Fla. (IV)	5.21	92	21.4
Southwest	7.37	51	7.4
Fort Worth, Tex. (III)	6.15	40	7.0
Houston, Tex. (I)	8.15	53	7.0
New Orleans, La. (II)	7.37	56	8.5
San Antonio, Tex. (II)	6.87	43	6.8
Great Lakes	$9.77	73	9.5
Akron, Ohio (III)	7.28	68	10.3
Chicago, Ill. (I)	11.48		
Cincinnati, Ohio (III)	8.32	86	11.5
Cleveland, Ohio (II)	9.20	73	8.6
Columbus, Ohio (II)	8.16	78	10.6
Detroit, Mich. (I)	8.31		
Flint, Mich. (IV)	7.21	120	20.0
Grand Rapids, Mich. (IV)	7.50	91	13.8
Hammond, Ind. (IV)	8.33	82	10.9
Indianapolis, Ind. (II)	7.53	49	7.0
Milwaukee, Wis. (II)	9.14	101	12.4
Minneapolis-St. Paul, Minn. (III)	9.84	105	11.9
Rockford, Ill. (IV)	8.75	57	7.0
Toledo, Ohio (III)	7.94	43	5.7
Middle West	8.45	82	10.6
Kansas City, Mo. (II)	8.91	71	8.6
Omaha, Nebr. (III)	7.73		
St. Louis, Mo. (II)	9.61	97	11.2
Wichita, Kans. (III)	5.35	50	10.3
Mountain	7.94	79	11.1
Denver, Colo. (II)	9.31	101	12.2
Phoenix, Ariz. (II)	8.23	96	13.2
Salt Lake City, Utah (IV)	6.86	61	9.8
Pacific	9.60	133	16.3
Fresno, Calif. (IV)	7.80	36	4.8
Honolulu, Hi. (III)	8.98	140	18.5
Long Beach, Calif. (III)	9.51	–	–
Los Angeles, Calif. (I)	9.74		
Portland, Oreg. (III)	9.58	33	3.6
Riverside, Calif. (IV)	9.26		
Sacramento, Calif. (III)	9.63	192	24.9
San Diego, Calif. (II)	9.76		
San Francisco, Calif. (II)	9.90	190	23.8
Santa Ana, Calif. (IV)	9.32	119	14.6
Seattle, Wash. (II)	10.31	112	12.2
Spokane, Wash. (IV)	8.66	84	10.7

[1] See table 7, footnote 1, for definition of regions used in this study. Population size of city is shown in parentheses as follows: Group I = 1,000,000 or more; Group II = 500,000 to 1,000,000; Group III = 250,000 to 500,000; and Group IV = 100,000 to 250,000.

[2] See table 2, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal 100. Variations in the size of annual increases from survey to survey may reflect, in part, timing of negotiations in relation to the July 1 survey reference date, and do not include increases made later that are retroactive to July 1 or before. Such retroactive increases are included in the wage rates reported in the following year's survey.

Table 10. Wage rates, hours, and employer contributions for selected benefits: Selected cities—New England

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
				Employer contributions to funds[3]			
				Insurance[4]		Pension	
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Dollars	Percent	Dollars	Percent
BOSTON, MASS.							
Buses:							
First 3 months	$8.468	$8.818	40.00	(5)	(5)	-	12.19
4-6 months	8.693	9.043	40.00	(5)	(5)	-	12.19
7-9 months	8.918	9.268	40.00	(5)	(5)	-	12.19
10-12 months	9.085	9.435	40.00	(5)	(5)	-	12.19
After 1 year	9.313	9.663	40.00	(5)	(5)	-	12.19
P.C.C. surface lines operators:							
First 3 months	8.573	8.923	40.00	(5)	(5)	-	12.19
4-6 months	8.363	9.153	40.00	(5)	(5)	-	12.19
7-9 months	8.583	9.380	40.00	(5)	(5)	-	12.19
10-12 months	8.803	9.555	40.00	(5)	(5)	-	12.19
After 1 year	9.188	9.785	40.00	(5)	(5)	-	12.19
Rapid transit lines:							
Guards:							
First 3 months	8.360	8.710	40.00	(5)	(5)	-	12.19
4-6 months	8.583	8.933	40.00	(5)	(5)	-	12.19
7-9 months	8.803	9.153	40.00	(5)	(5)	-	12.19
10-12 months	8.968	9.318	40.00	(5)	(5)	-	12.19
After 1 year	9.188	9.538	40.00	(5)	(5)	-	12.19
Motormen:							
Road	9.250	9.600	40.00	(5)	(5)	-	12.19
Yard	9.313	9.663	40.00	(5)	(5)	-	12.19
Platform men:							
Gatemen	9.083	9.433	40.00	(5)	(5)	-	12.19
NEW BEDFORD, MASS.							
Buses:							
First 9 months	6.600	7.410	40.00	(5)	(5)	(5)	(5)
10-18 months	6.650	7.460	40.00	(5)	(5)	(5)	(5)
After 18 months	6.690	7.500	40.00	(5)	(5)	(5)	(5)
NEW HAVEN, CONN.							
Buses:							
First 6 months	5.480	6.225	40.00	(5)	(5)	(5)	(5)
7-12 months	5.840	6.640	40.00	(5)	(5)	(5)	(5)
13-18 months	6.210	7.055	40.00	(5)	(5)	(5)	(5)
19-24 months	6.570	7.470	40.00	(5)	(5)	(5)	(5)
25-30 months	6.940	7.885	40.00	(5)	(5)	(5)	(5)
After 30 months	7.300	8.300	40.00	(5)	(5)	(5)	(5)
PROVIDENCE, R.I.							
Buses:							
First 3 months	6.820	7.660	40.00	(5)	(5)	(5)	(5)
4-12 months	7.070	7.910	40.00	(5)	(5)	(5)	(5)
After 1 year	7.320	8.160	40.00	(5)	(5)	(5)	(5)
STAMFORD, CONN.							
Buses:							
First 6 months	5.480	6.225	40.00	(5)	(5)	(5)	(5)
7-12 months	5.840	6.640	40.00	(5)	(5)	(5)	(5)
13-18 months	6.210	7.055	40.00	(5)	(5)	(5)	(5)
19-24 months	$6.570	$7.470	40.00	(5)	(5)	(5)	(5)
25-30 months	6.940	7.885	40.00	(5)	(5)	(5)	(5)
After 30 months	7.300	8.300	40.00	(5)	(5)	(5)	(5)

[1] Basic (minimum) rates, excluding holiday, vacation, or other benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1 or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as a percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "-" indicates either a change in progression, or a new job or union not previously reported.

Table 11. Wage rates, hours, and employer contributions for selected benefits: Selected cities—Middle Atlantic

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
				Employer contributions to funds[3]			
				Insurance[4]		Pension	
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Dollars	Percent	Dollars	Percent
ALBANY, N.Y.							
Buses							
First 8 months	-	$5.820	40.00	(5)	(5)	0.294	-
9-16 months	-	6.208	40.00	(5)	(5)	.294	-
17-24 months	-	6.596	40.00	(5)	(5)	.294	-
25-30 months	-	6.984	40.00	(5)	(5)	.294	-
31-36 months	-	7.372	40.00	(5)	(5)	.294	-
After 36 months	$6.970	7.760	40.00	(5)	(5)	.294	-
BUFFALO, N.Y.							
Buses:							
Hired after 8-1-76:							
First 3 months	6.230	6.910	40.00	(5)	(5)	(5)	(5)
3-6 months	6.600	7.280	40.00	(5)	(5)	(5)	(5)
6-12 months	6.960	7.640	40.00	(5)	(5)	(5)	(5)
After 1 year	7.330	8.010	40.00	(5)	(5)	(5)	(5)
NEW YORK, N.Y.							
Brooklyn Division; Brooklyn Division No. 2; Manhattan Division:							
First 6 months	7.098	6.600	40.00	(5)	(5)	(5)	(5)
7-12 months	7.430	7.040	40.00	(5)	(5)	(5)	(5)
After 1 year	7.793	8.810	40.00	(5)	(5)	(5)	(5)
Queens Division:							
First 6 months	6.440	6.610	40.00	0.468	-	(5)	(5)
7-12 months	7.010	7.050	40.00	.468	-	(5)	(5)
After 1 year	7.353	7.490	40.00	.468	-	(5)	(5)
Green Lines:							
First 6 months	8.270	9.000	40.00	(5)	(5)	.925	-
7-12 months	8.320	9.050	40.00	(5)	(5)	.925	-
13-19 months	8.390	9.120	40.00	(5)	(5)	.925	-
After 18 months	8.550	9.283	40.00	(5)	(5)	.925	-
Jamaica, Inc.:							
First 12 months	6.930	7.550	40.00	.736	-	1.085	-
After 12 months	8.080	8.150	40.00	.736	-	1.085	-
Manhatten-Bronx Surface Authority:							
First 6 months	7.170	8.080	40.00	(5)	(5)	(5)	(5)
7-12 months	7.725	8.415	40.00	(5)	(5)	(5)	(5)
After 1 year	8.085	8.810	40.00	(5)	(5)	(5)	(5)
Queens Transit Corp.:							
First 12 months	6.930	7.550	40.00	.736	-	1.085	-
After 12 months	8.080	8.150	40.00	.736	-	1.085	-
Staten Island:							
First 6 months	7.388	6.610	40.00	.432	-	(5)	(5)
7-12 months	7.720	7.050	40.00	.432	-	(5)	(5)
After 1 year	8.083	8.810	40.00	.432	-	(5)	(5)
Steinway Transit Corp.:							
First 12 months	6.930	7.550	40.00	.736	-	1.085	-
After 12 months	8.080	8.150	40.00	.736	-	1.085	-
Tri-Boro Coach Corp.:							
First 12 months	6.930	7.550	40.00	.736	-	1.085	-
After 12 months	8.080	8.150	40.00	.736	-	1.085	-

See footnotes at end of table.

Table 11. Continued—Wage rates, hours, and employer contributions for selected benefits: Selected cities—Middle Atlantic

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
				Employer contributions to funds[3]			
				Insurance[4]		Pension	
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Dollars	Percent	Dollars	Percent
NEW YORK, N.Y. -Continued							
Subway:							
Conductors:							
First year	$6.673	$7.590	40.00	(5)	(5)	(5)	(5)
After 1 year	7.193	8.155	40.00	(5)	(5)	(5)	(5)
Motormen:							
Road:							
First 231 days	8.150	9.200	40.00	(5)	(5)	(5)	(5)
After 231 days	8.330	9.395	40.00	(5)	(5)	(5)	(5)
Yard:							
First year	7.815	8.835	40.00	(5)	(5)	(5)	(5)
After 1 year	7.980	9.015	40.00	(5)	(5)	(5)	(5)
NEWARK, N.J.							
Buses:							
First 6 months	7.060	7.510	40.00	(5)	(5)	-	10.00
7-12 months	7.560	7.880	40.00	(5)	(5)	-	10.00
13-18 months	8.200	8.550	40.00	(5)	(5)	-	10.00
After 18 months	8.450	9.000	40.00	(5)	(5)	-	10.00
Subway:							
Motormen:							
First 6 months	7.060	7.510	40.00	(5)	(5)	-	10.00
7-12 months	7.560	7.880	40.00	(5)	(5)	-	10.00
13-18 months	8.200	8.550	40.00	(5)	(5)	-	10.00
After 18 months	8.450	9.000	40.00	(5)	(5)	-	10.00
Platform men	8.450	9.000	40.00	(5)	(5)	-	10.00
PHILADELPHIA, PA.							
Buses	7.558	8.080	40.00	(5)	(5)	(5)	(5)
Elevated, high-speed, and Subway lines	7.558	8.080	40.00	(5)	(5)	(5)	(5)
PITTSBURGH, PA.							
Buses:							
First 2 months	6.750	7.410	40.00	(5)	(5)	-	13.80
3-12 months	7.200	7.904	40.00	(5)	(5)	-	13.80
13-24 months	7.650	8.390	40.00	(5)	(5)	-	13.80
25-30 months	8.100	8.892	40.00	(5)	(5)	-	13.80
After 30 months	9.010	9.800	40.00	(5)	(5)	-	13.80
ROCHESTER, N.Y.							
Buses:							
First 6 months	6.760	6.930	40.00	(5)	(5)	(5)	(5)
7-12 months	7.010	7.180	40.00	(5)	(5)	(5)	(5)
13-18 months	7.250	7.420	40.00	(5)	(5)	(5)	(5)
19-24 months	7.500	7.670	40.00	(5)	(5)	(5)	(5)
After 24 months	7.900	8.210	40.00	(5)	(5)	(5)	(5)
SCRANTON, PA.							
Buses:							
Regular	6.700	7.200	40.00	(5)	(5)	0.173	-
Extra men	6.700	7.200	40.00	(5)	(5)	.173	-

[1] Basic (minimum) rates, excluding holiday, vacation, or other benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1, or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as a percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "." indicates either a change in progression, or a new job or union not previously reported.

Table 12. Wage rates, hours, and employer contributions for selected benefits: Selected cities—Border States

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Employer contributions to funds[3]			
				Insurance[4]		Pension	
				Dollars	Percent	Dollars	Percent
BALTIMORE, MD.							
Buses:							
First 6 months	$6.524	$7.355	40.00	(5)	(5)	(5)	(5)
7-12 months	6.908	7.355	40.00	(5)	(5)	(5)	(5)
13-18 months	7.291	7.845	40.00	(5)	(5)	(5)	(5)
Thereafter	7.675	8.335	40.00	(5)	(5)	(5)	(5)
LOUISVILLE, KY.							
Buses:							
First 6 months	6.086	6.226	40.00	(5)	(5)	(5)	(5)
7-12 months	6.424	6.564	40.00	(5)	(5)	(5)	(5)
13-18 months	6.763	6.903	40.00	(5)	(5)	(5)	(5)
19-24 months	7.101	7.241	40.00	(5)	(5)	(5)	(5)
Thereafter	7.440	7.580	40.00	(5)	(5)	(5)	(5)
NORFOLK, VA.							
Buses							
First 12 months	-	5.992	40.00	0.399	-	-	6.00
13-24 months	-	6.848	40.00	.399	-	-	6.00
25-36 months	-	7.704	40.00	.399	-	-	6.00
After 3 years	-	8.560	40.00	.399	-	-	6.00
WASHINGTON, D.C.							
Buses:							
First 12 months	6.925	7.675	40.00	(5)	(5)	-	14.00
13-18 months	7.385	8.194	40.00	(5)	(5)	-	14.00
19-24 months	7.845	8.700	40.00	(5)	(5)	-	14.00
25-30 months	8.305	9.218	40.00	(5)	(5)	-	14.00
30-36 months	8.770	9.725	40.00	(5)	(5)	-	14.00
After 36 months	9.230	10.235	40.00	(5)	(5)	-	14.00
Subway operators	9.230	10.235	40.00	(5)	(5)	-	14.00

[1] Basic (minimum) rates, excluding holiday, vacation, or other benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1 or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as a percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "-" indicates either a change in progression, or a new job or union not previously reported.

Table 13. Wage rates, hours, and employer contributions for selected benefits: Selected cities—Southeast

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
				Employer contributions to funds[3]			
				Insurance[4]		Pension	
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Dollars	Percent	Dollars	Percent
ATLANTA, GA.							
Bus operators							
Hired before 12-18-78							
First 24 months	$7.870	$9.220	40.00	(5)	(5)	(5)	(5)
Thereafter	8.280	9.710	40.00	(5)	(5)	(5)	(5)
Hired after 12-18-78							
First 12 months	6.210	7.280	40.00	(5)	(5)	(5)	(5)
Second 12 months	-	7.768	40.00	(5)	(5)	(5)	(5)
Third 12 months	-	8.253	40.00	(5)	(5)	(5)	(5)
Thereafter	-	9.710	40.00	(5)	(5)	(5)	(5)
Train operators							
Hired after 12-18-78							
First 12 months	-	7.282	40.00	(5)	(5)	(5)	(5)
Second 12 months	-	7.768	40.00	(5)	(5)	(5)	(5)
Third 12 months	-	8.253	40.00	(5)	(5)	(5)	(5)
Thereafter	8.280	9.710	40.00	(5)	(5)	(5)	(5)
CHATTANOOGA, TENN.							
Bus operators:							
First 12 months	-	5.857	40.00	(5)	(5)	-	4.00
13-24 months	-	6.638	40.00	(5)	(5)	-	4.00
25-36 months	-	7.420	40.00	(5)	(5)	-	4.00
After 36 months	-	7.810	40.00	(5)	(5)	-	4.00
JACKSONVILLE, FLA.							
Buses:							
First 6 months	6.640	7.400	40.00	0.031	-	0.330	-
7-12 months	6.790	7.550	40.00	.031	-	.330	-
13-18 months	6.940	7.700	40.00	.031	-	.330	-
19-24 months	7.090	7.850	40.00	.031	-	.330	-
After 2 years	7.240	8.000	40.00	.031	-	.330	-
MEMPHIS, TENN.							
Buses:							
First 12 months	5.872	6.630	40.00	(5)	(5)	-	7.50
13-24 months	6.264	7.072	40.00	(5)	(5)	-	7.50
25-36 months	6.655	7.514	40.00	(5)	(5)	-	7.50
After 36 months	7.830	8.840	40.00	(5)	(5)	-	7.50
MIAMI, FLA.							
Buses:							
First 6 months	6.280	6.680	40.00	(5)	(5)	(5)	(5)
6 months to 18 months	6.430	6.830	40.00	(5)	(5)	(5)	(5)
1 1/2 to 2 1/2 years	6.590	6.990	40.00	(5)	(5)	(5)	(5)
2 1/2 to 3 1/2 years	6.730	7.130	40.00	(5)	(5)	(5)	(5)
3 1/2 to 8 1/2 years	6.910	7.310	40.00	(5)	(5)	(5)	(5)
8 1/2 to 13 1/2 years	7.080	7.480	40.00	(5)	(5)	(5)	(5)
Thereafter	7.260	7.660	40.00	(5)	(5)	(5)	(5)

See footnotes at end of table.

Table 13. Continued—Wage rates, hours, and employer contributions for selected benefits: Selected cities—Southeast

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Employer contributions to funds[3]			
				Insurance[4]		Pension	
				Dollars	Percent	Dollars	Percent
NASHVILLE-DAVIDSON, TENN.							
Buses:							
First 6 months	$5.864	$5.864	40.00	(5)	(5)	-	4.00
7-12 months	6.231	6.231	40.00	(5)	(5)	-	4.00
13-24 months	6.597	6.597	40.00	(5)	(5)	-	4.00
After 24 months	7.330	7.330	40.00	(5)	(5)	-	4.00
ST. PETERSBURG, FLA.							
Buses	3.866	4.600	40.00	(5)	(5)	-	-
1-2 years	3.916	4.750	40.00	(5)	(5)	-	-
2-3 years	4.016	4.900	40.00	(5)	(5)	-	-
3-4 years	4.116	5.050	40.00	(5)	(5)	-	-
4-5 years	4.216	5.200	40.00	(5)	(5)	-	-
5-6 years	4.316	5.350	40.00	(5)	(5)	-	-
6-7 years	4.416	5.500	40.00	(5)	(5)	-	-
After 7 years	4.854	5.650	40.00	(5)	(5)	-	-

[1] Basic (minimum) rates, excluding holiday, vacation, or other benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1 or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as a percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "-" indicates either a change in progression, or a new job or union not previously reported.

Table 14. Wage rates, hours, and employer contributions for selected benefits: selected cities—Southwest

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
				Employer contributions to funds[3]			
				Insurance[4]		Pension	
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Dollars	Percent	Dollars	Percent
FORT WORTH, TEXAS							
Buses[5]							
First 6 months	$5.480	$5.860	40.00	(5)	(5)	-	3.00
Second 6 months	5.540	5.930	40.00	(5)	(5)	-	3.00
Third 6 months	5.590	5.980	40.00	(5)	(5)	-	3.00
Fourth 6 months	5.640	6.030	40.00	(5)	(5)	-	3.00
Thereafter	5.750	6.150	40.00	(5)	(5)	-	3.00
HOUSTON, TEXAS							
Buses[5]							
Starting rate	6.477	6.928	40.00	$.333	-	(5)	(5)
After 6 months	6.706	7.172	40.00	.333	-	(5)	(5)
After 12 months	6.934	7.417	40.00	.333	-	(5)	(5)
After 18 months	7.163	7.661	40.00	.333	-	(5)	(5)
After 24 months	7.391	7.906	40.00	.333	-	(5)	(5)
After 36 months	7.620	8.150	40.00	.333	-	(5)	(5)
NEW ORLEANS, LA.							
1-man cars and buses[5]							
First 12 months	6.020	6.400	40.00	(5)	(5)	(5)	(5)
13-24 months	6.280	6.500	40.00	(5)	(5)	(5)	(5)
After 2 years	6.520	7.075	40.00	(5)	(5)	(5)	(5)
SAN ANTONIO, TEXAS							
Buses[5]							
First 6 months	4.780	5.100	44.00	.545	-	$.733	-
7-12 months	5.030	5.370	44.00	.545	-	.733	-
13-18 months	5.550	5.630	44.00	.545	-	.733	-
19 months to 10 years	5.760	6.150	44.00	.545	-	.733	-
10-15 years	6.050	6.460	44.00	.545	-	.733	-
15-20 years	6.350	6.780	44.00	.545	-	.733	-
After 20 years	6.670	7.120	44.00	.545	-	.733	-

[1] Basic (minimum) rates, excluding holiday, vacation, or othe benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1 or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as a percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "-" indicates either a change in progression, or a new job or union not previously reported.

Table 15. Wage rates, hours, and employer contributions for selected benefits: Selected cities—Great Lakes

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Employer contributions to funds[3]			
				Insurance[4]		Pension	
				Dollars	Percent	Dollars	Percent
AKRON, OHIO							
Buses	$6.688	$7.288	40.00	0.270	-	-	13.95
Bus drivers							
Hired after 8-1-79	-	6.788	40.00	.270	-	-	13.95
CHICAGO, ILL.							
Hired after 5-15-80							
Buses:							
First 12 months	-	9.200	40.00	(5)	(5)	-	13.00
13-24 months	-	9.775	40.00	(5)	(5)	-	13.00
25-30 months	-	10.350	40.00	(5)	(5)	-	13.00
31-36 months	-	10.925	40.00	(5)	(5)	-	13.00
After 36 months	-	11.500	40.00	(5)	(5)	-	13.00
Elevated and subway Railways:							
Motormen							
First 12 months	-	9.200	40.00	(5)	(5)	-	13.00
13-24 months	-	9.775	40.00	(5)	(5)	-	13.00
25-30 months	-	10.350	40.00	(5)	(5)	-	13.00
31-36 months	-	10.925	40.00	(5)	(5)	-	13.00
After 36 months	-	11.500	40.00	(5)	(5)	-	13.00
Operators:							
First 12 months	-	9.200	40.00	(5)	(5)	-	13.00
13-24 months	-	9.775	40.00	(5)	(5)	-	13.00
25-30 months	-	10.350	40.00	(5)	(5)	-	13.00
31-36 months	-	10.925	40.00	(5)	(5)	-	13.00
After 36 months	-	11.500	40.00	(5)	(5)	-	13.00
Conductors:							
First 12 months	-	9.037	40.00	(5)	(5)	-	13.00
13-24 months	-	9.602	40.00	(5)	(5)	-	13.00
25-30 months	-	10.166	40.00	(5)	(5)	-	13.00
31-36 months	-	10.731	40.00	(5)	(5)	-	13.00
After 36 months	-	11.296	40.00	(5)	(5)	-	13.00
CINCINNATI, OHIO							
Buses:							
First year	5.680	6.240	40.00	(5)	(5)	-	13.95
Second year	6.340	7.070	40.00	(5)	(5)	-	13.95
Third year	6.710	7.490	40.00	(5)	(5)	-	13.95
After 3 years	7.460	8.320	40.00	(5)	(5)	-	13.95
CLEVELAND, OHIO							
Buses:							
Hired after 8/1/76:							
First year	7.200	7.360	40.00	.302	-	-	13.90
Second year	7.620	7.820	40.00	.302	-	-	13.90
Third year	8.470	9.200	40.00	.302	-	-	13.90
Thereafter	8.470	9.200	40.00	.302	-	-	13.90

See footnotes at end of table.

Table 15. Continued—Wage rates, hours, and employer contributions for selected benefits: Selected cities—Great Lakes

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
				Employer contributions to funds1/			
	Rate per hour1/	Rate per hour1/	Hours per week2/	Insurance3/		Pension	
				Dollars	Percent	Dollars	Percent
CLEVELAND, OHIO -Continued							
Rapid transit--trainmen:							
Hired after 8/1/76:							
First year	97.280	97.360	40.00	0.302	-	-	13.90
Second year	7.620	7.820	40.00	.302	-	-	13.90
Third year	8.470	9.280	40.00	.302	-	-	13.90
Thereafter	8.470	9.280	40.00	.302	-	-	13.90
COLUMBUS, OHIO							
Buses:							
First 52 weeks	5.940	6.620	40.00	.876	-	-	13.95
52-104 weeks	6.300	7.000	40.00	.876	-	-	13.95
After 104 weeks	7.380	8.160	40.00	.876	-	-	13.95
DETROIT, MICH.							
Buses, day:							
First 6 months	8.210	8.210	40.00	.321	-	-	3.00
7-12 months	8.260	8.260	40.00	.321	-	-	3.00
After 1 year	8.310	8.310	40.00	.321	-	-	3.00
Buses, night	8.410	8.410	40.00	.321	-	-	3.00
FLINT, MICH.							
Buses:							
First 6 months	5.750	6.950	40.00	(5)	(5)	(5)	(5)
Second 6 months	5.880	7.080	40.00	(5)	(5)	(5)	(5)
After 1 year	6.010	7.210	40.00	(5)	(5)	(5)	(5)
GRAND RAPIDS, MICH.							
Buses:							
First 3 months	6.490	7.400	40.00	(5)	(5)	0.151	-
4-12 months	6.540	7.450	40.00	(5)	(5)	.151	-
After 1 year	6.590	7.500	40.00	(5)	(5)	.151	-
Hired after 6-30-80							
First 6 months	-	5.600	40.00	(5)	(5)	.151	-
7-12 months	-	6.100	40.00	(5)	(5)	.151	-
13-18 months	-	6.600	40.00	(5)	(5)	.151	-
After 18 months	-	7.100	40.00	(5)	(5)	.151	-
HAMMOND, IND.							
Buses:							
First 6 months	6.383	7.081	40.00	.614	-	.186	-
7-12 months	6.759	7.497	40.00	.614	-	.186	-
13-18 months	6.947	7.705	40.00	.614	-	.186	-
18-24 months	7.134	7.940	40.00	.614	-	.186	-
24-30 months	7.322	8.122	40.00	.614	-	.186	-
After 30 months	7.511	8.330	40.00	.614	-	.186	-

See footnotes at end of table.

Table 15. Continued—Wage rates, hours, and employer contributions for selected benefits: Selected cities—Great Lakes

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Employer contributions to funds[3]			
				Insurance[4]		Pension	
				Dollars	Percent	Dollars	Percent
INDIANAPOLIS, IND.							
Buses[5]							
First 6 months	$5.285	$5.651	40.00	(5)	(5)	-	6.50
7-12 months	5.635	6.027	40.00	(5)	(5)	-	6.50
13-18 months	5.990	6.400	40.00	(5)	(5)	-	6.50
19-24 months	6.340	6.780	40.00	(5)	(5)	-	6.50
25-30 months	6.690	7.150	40.00	(5)	(5)	-	6.50
After 30 months	7.045	7.535	40.00	(5)	(5)	-	6.50
MILWAUKEE, WISC.							
Buses[5]							
First year	7.840	8.880	40.00	(5)	(5)	-	8.18
1-2 years	7.990	9.030	40.00	(5)	(5)	-	8.18
After 2 years	8.130	9.140	40.00	(5)	(5)	-	8.18
MINNEAPOLIS-ST. PAUL, Minn.							
Buses[5]							
First 12 months	6.590	7.380	40.00	(5)	(5)	-	9.80
13-18 months	7.030	7.870	40.00	(5)	(5)	-	9.80
19-24 months	7.470	8.360	40.00	(5)	(5)	-	9.80
25-30 months	7.910	8.860	40.00	(5)	(5)	-	9.80
Thereafter	8.790	9.840	40.00	(5)	(5)	-	9.80
ROCKFORD, ILL.							
Buses[5]							
First 6 months	6.950	7.437	40.00	(5)	(5)	(5)	(5)
Second 6 months	7.360	7.875	40.00	(5)	(5)	(5)	(5)
Third 6 months	7.770	8.312	40.00	(5)	(5)	(5)	(5)
Thereafter	8.180	8.750	40.00	(5)	(5)	(5)	(5)
TOLEDO, OHIO							
Buses[5]							
First 12 months	5.633	5.955	40.00	(5)	(5)	(5)	(5)
12-24 months	6.008	6.352	40.00	(5)	(5)	(5)	(5)
24-36 months	6.384	6.749	40.00	(5)	(5)	(5)	(5)
After 36 months	7.510	7.940	40.00	(5)	(5)	(5)	(5)

[1] Basic (minimum) rates, excluding holiday, vacation, or other benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1 or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as a percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "-" indicates either a change in progression, or a new job or union not previously reported.

Table 16. Wage rates, hours, and employer contributions for selected benefits: Selected cities—Middle West

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Employer contributions to funds[3]			
				Insurance[4]		Pension	
				Dollars	Percent	Dollars	Percent
KANSAS CITY, MO.							
Buses:							
First year	$5.740	$6.238	40.00	(5)	(5)	0.550	-
Second year	6.562	7.129	40.00	(5)	(5)	.550	-
Third year	7.380	8.020	40.00	(5)	(5)	.550	-
Thereafter	8.203	8.911	40.00	(5)	(5)	.550	-
OMAHA, NEBR.							
Buses:							
Hired before 8-10-79							
First 6 months	-	7.630	40.00	(5)	(5)	.057	-
7-12 months	-	7.680	40.00	(5)	(5)	.057	-
13-18 months	-	6.640	40.00	(5)	(5)	.057	-
After 18 months	-	7.730	40.00	(5)	(5)	.057	-
Buses:							
Hired after 8-10-79							
First 6 months	-	6.450	40.00	(5)	(5)	.057	-
7-12 months	-	6.680	40.00	(5)	(5)	.057	-
12-18 months	-	7.230	40.00	(5)	(5)	.057	-
After 18 months	-	7.730	40.00	(5)	(5)	.057	-
ST. LOUIS, MO.							
Buses:							
First 6 months	6.260	6.730	40.00	(5)	(5)	.508	-
Second 6 months	7.050	7.690	40.00	(5)	(5)	.508	-
Third 6 months	7.850	8.650	40.00	(5)	(5)	.508	-
Fourth 6 months	8.240	9.130	40.00	(5)	(5)	.508	-
After 24 months	8.640	9.610	40.00	(5)	(5)	.508	-
WICHITA, KANSAS							
Buses	4.850	5.350	40.00	0.913	-	1.025	-

[1] Basic (minimum) rates, excluding holiday, vacation, or other benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1 or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "-" indicates either a change in progression, or a new job or union not previously reported.

Table 17. Wage rates, hours, and employer contributions for selected benefits: Selected cities—Mountain

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Employer contributions to funds[3]			
				Insurance[4]		Pension	
				Dollars	Percent	Dollars	Percent
DENVER, COLO.							
Buses[5]							
First 3 months	$7.300	$8.310	40.00	$0.778	-	-	7.00
4-12 months	7.550	8.560	40.00	.778	-	-	7.00
13-18 months	7.800	8.810	40.00	.778	-	-	7.00
19-24 months	8.050	9.060	40.00	.778	-	-	7.00
After 2 years	8.300	9.310	40.00	.778	-	-	7.00
Buses:							
hired after 3-1-80							
First 6 months	-	7.560	40.00	.778	-	-	7.00
7-12 months	-	7.910	40.00	.778	-	-	7.00
13-18 months	-	8.260	40.00	.778	-	-	7.00
19-24 months	-	8.610	40.00	.778	-	-	7.00
25-30 months	-	8.960	40.00	.778	-	-	7.00
Thereafter	-	9.310	40.00	.778	-	-	7.00
PHOENIX, ARIZ.							
Buses[5]							
First 6 months	5.870	6.830	40.00	.286	-	-	2.00
7-12 months	6.070	7.030	40.00	.286	-	-	2.00
13-18 months	6.270	7.230	40.00	.286	-	-	2.00
19-24 months	6.770	7.730	40.00	.286	-	-	2.00
After 24 months	7.270	8.230	40.00	.286	-	-	2.00
SALT LAKE CITY, UTAH							
Buses[5]							
First 6 months	5.110	5.720	40.00	(5)	(5)	$0.043	-
6-12 months	5.360	5.970	40.00	(5)	(5)	.043	-
12-18 months	5.610	6.220	40.00	(5)	(5)	.043	-
18-24 months	5.860	6.470	40.00	(5)	(5)	.043	-
24-36 months	6.110	6.720	40.00	(5)	(5)	.043	-
After 36 months	6.250	6.860	40.00	(5)	(5)	.043	-

[1] Basic (minimum) rates, excluding holiday, vacation, or other benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1 or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "-" indicates either a change in progression, or a new job or union not previously reported.

Table 18. Wage rates, hours, and employer contributions for selected benefits: Selected cities—Pacific

(Union local-transit operating employees, Jul. 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Employer contributions to funds[3]			
				Insurance[4]		Pension	
				Dollars	Percent	Dollars	Percent
FRESNO, CALIF.							
Buses:							
First 6 months	$6.110	$6.410	40.00	0.505	-	-	-
7-12 months	6.410	6.730	40.00	.505	-	-	-
1-2 years	6.740	7.070	40.00	.505	-	-	-
2-3 years	7.080	7.430	40.00	.505	-	-	-
After 3 years	7.440	7.800	40.00	.505	-	-	-
HONOLULU, HAWAII							
Buses:							
First 6 months	7.450	8.850	40.00	.637	-	0.700	-
7-12 months	7.500	8.900	40.00	.637	-	.700	-
13-24 months	7.560	8.960	40.00	.637	-	.700	-
Thereafter	7.580	8.980	40.00	.637	-	.700	-
LOS ANGELES, CALIF.							
Buses:							
First 12 months	-	7.315	40.00	.864	-	.238	-
13-24 months	-	7.800	40.00	.864	-	.238	-
25-30 months	-	8.280	40.00	.864	-	.238	-
31-36 months	-	8.770	40.00	.864	-	.238	-
37-42 months	-	9.260	40.00	.864	-	.238	-
After 42 months	-	9.750	40.00	.864	-	.238	-
LONG BEACH, CALIF.							
Coach operators:							
First 12 months	-	7.315	40.00	.864	-	.238	-
13-24 months	-	7.800	40.00	.864	-	.238	-
25-30 months	-	8.280	40.00	.864	-	.238	-
31-36 months	-	8.770	40.00	.864	-	.238	-
37-42 months	-	9.260	40.00	.864	-	.238	-
After 42 months	-	9.750	40.00	.864	-	.238	-
Bus drivers:							
First 12 months	-	7.090	40.00	(5)	(5)	(5)	(5)
13-24 months	-	7.560	40.00	(5)	(5)	(5)	(5)
25-30 months	-	8.033	40.00	(5)	(5)	(5)	(5)
31-36 months	-	8.505	40.00	(5)	(5)	(5)	(5)
After 36 months	-	9.450	40.00	(5)	(5)	(5)	(5)
PORTLAND, ORE.							
Buses:							
First 6 months	8.600	8.930	40.00	.741	-	-	-
Second 6 months	9.000	9.330	40.00	.741	-	-	-
Third 6 months	9.050	9.380	40.00	.741	-	-	-
Fourth 6 months	9.100	9.430	40.00	.741	-	-	-
Thereafter	9.250	9.580	40.00	.741	-	-	-

See footnotes at end of table.

Table 18. Continued—Wage rates, hours, and employer contributions for selected benefits: Selected cities—Pacific

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Employer contributions to funds[3]			
				Insurance[4]		Pension	
				Dollars	Percent	Dollars	Percent
RIVERSIDE, CALIF.							
Buses:							
First 12 months	-	$7.315	40.00	$.864	-	-	9.24
13-24 months	-	7.800	40.00	.864	-	-	9.24
25-30 months	-	8.287	40.00	.864	-	-	9.24
31-36 months	-	8.775	40.00	.864	-	-	9.24
37-42 months	-	9.262	40.00	.864	-	-	9.24
After 42 months	-	9.750	40.00	.864	-	-	9.24
SACRAMENTO, CALIF.							
Buses:							
First 6 months	$6.170	7.700	40.00	.766	-	-	10.30
Second 6 months	6.550	8.180	40.00	.766	-	-	10.30
Third 6 months	6.940	8.660	40.00	.766	-	-	10.30
Fourth 6 months	7.330	9.140	40.00	.766	-	-	10.30
Thereafter	7.710	9.630	40.00	.766	-	-	10.30
SAN DIEGO, CALIF.							
Student drivers	4.520	4.520	40.00	.620	-	(5)	(5)
Buses							
First 12 months	-	7.339	40.00	.620	-	(5)	(5)
Second 12 months	-	8.122	40.00	.620	-	(5)	(5)
Next 6 months	-	8.513	40.00	.620	-	(5)	(5)
Next 6 months	-	8.904	40.00	.620	-	(5)	(5)
Next 6 months	-	9.296	40.00	.620	-	(5)	(5)
After 42 months	-	9.785	40.00	.620	-	(5)	(5)
SAN FRANCISCO, CALIF.							
Bay Area Rapid Transit: Transportation Man II	9.570	10.530	40.00	(5)	(5)	-	12.44
San Francisco--Buses, trackless trolleys, cable gripmen, and conductors	7.795	10.840	40.00	.388	-	-	-
San Francisco-Marin--Golden Gate Transit	8.140	8.750	40.00	.861	-	-	14.17
SANTA ANA, CALIF.							
Buses:							
First 6 months	6.910	7.990	40.00	.605	-	-	.75
7-12 months	7.317	8.430	40.00	.605	-	-	.75
13-18 months	7.723	8.870	40.00	.605	-	-	.75
After 18 months	8.130	9.320	40.00	.605	-	-	.75
SEATTLE, WASH.							
Buses:							
First 6 months	8.280	9.400	40.00	(5)	(5)	$.173	6.74
7-12 months	8.510	9.630	40.00	(5)	(5)	.173	6.74
13-18 months	8.720	9.840	40.00	(5)	(5)	.173	6.74
19-24 months	8.950	10.070	40.00	(5)	(5)	.173	6.74
Thereafter	9.190	10.310	40.00	(5)	(5)	.173	6.74

See footnotes at end of table.

Table 18. Continued—Wage rates, hours, and employer contributions for selected benefits: Selected cities—Pacific

(Union local-transit operating employees, July 1, 1979, and July 1, 1980)

City and job classification	July 1, 1979	July 1, 1980					
				Employer contributions to funds[3]			
				Insurance[4]		Pension	
	Rate per hour[1]	Rate per hour[1]	Hours per week[2]	Dollars	Percent	Dollars	Percent
SPOKANE, WASH.							
Buses:							
First 6 months	$7.320	$8.160	40.00	(5)	(5)	6.000	-
7-12 months	7.420	8.260	40.00	(5)	(5)	6.000	-
12-18 months	7.520	8.360	40.00	(5)	(5)	6.000	-
18-24 months	7.620	8.460	40.00	(5)	(5)	6.000	-
After 2 years	7.820	8.660	40.00	(5)	(5)	6.000	-

[1] Basic (minimum) rates, excluding holiday, vacation, or other benefit payments made or regularly credited to the employee. Wage rates shown represent rates available and payable on July 1 of the survey year and do not include increases made later that are retroactive to July 1 or before.

[2] Hours are the same for both years unless otherwise indicated.

[3] Shown in terms of cents per hour or as a percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

[4] Includes life insurance, hospitalization and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[5] Agreement provides for employer financed plan; amount of employer payment not available.

- No data, or no data reported. When referring to a rate per hour for a previous year, "-" indicates either a change in progression, or a new job or union not previously reported.

Appendix: Scope and Method of Survey

Union wage rates and hours reported in the bulletin were agreed on through collective bargaining between trade unions and employers, and are defined as (1) the basic (minimum) wage rates (excluding holiday, vacation, and other benefit payments made or credited regularly to the employees) and (2) the maximum weekly schedules of hours at straight- time rates. Wage rates exceeding the negotiated minimum, which may be paid for special qualifications or other reasons, are excluded.

The information presented was based on union wage rates in effect on July 1, 1980, covering approximately 65,000 local-transit operating employees in 62 cities surveyed. Such employees, for purposes of the study, include persons engaged in the operation of moving transit equipment, (trolley cars, buses, and elevated and subway trains) and workers in related occupations, such as guards, conductors, and platform workers. (Workers in these related occupations, found only in elevated and subway equipment operations, constitute less than 6 percent of the workers covered by the study. They were combined with elevated and subway equipment operators in tables 2 through 7.) Track and maintenance workers were excluded from the study. Operating employees of municipally owned transit systems were included if unions acted as the bargaining agents. Data were obtained primarily from local union officials by mail questionnaire; in some instances, Bureau field representatives visited local union officials to obtain the desired information.

The current study was designed to reflect the union wage rates of local-transit operating employees in all cities of 100,000 inhabitants or more based on the 1970 Census of Population. All cities that had 500,000 inhabitants or more were included, as were most cities having 250,000 to 500,000 innabitants.

Average wage rates were based on a single top rate whenever the length-of-service structure reported in each labor-management agreement ended at 3 years or less—as in 55 of the 62 cities. For wage progressions extending beyond 3 years, all contract-stipulated rates, and associated union membership, at steps of 3 years or beyond, were included in the computation of the survey's average wage rates. These averages were not designed for year-to-year comparisons because of fluctuations in membership and in job classifications studied. Average cents-per-hour and percent changes from July 1, 1979, to July 1, 1980, however, were based on comparable rate quotations for the various job classifications in both periods, weighted by the memberships reported for the current (1980) survey. The index series, designed for trend purposes, was constructed similarly. Year-to-year changes, as well as the distributions of current wage rates, also relate only to workers at or near the top of the progressions studied.

Most of the contracts covering local-transit operating employees are negotiated by locals of the Amalgamated Transit Union or the Transport Workers Union of America. Other major unions representing local-transit workers include the United Transportation Union and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

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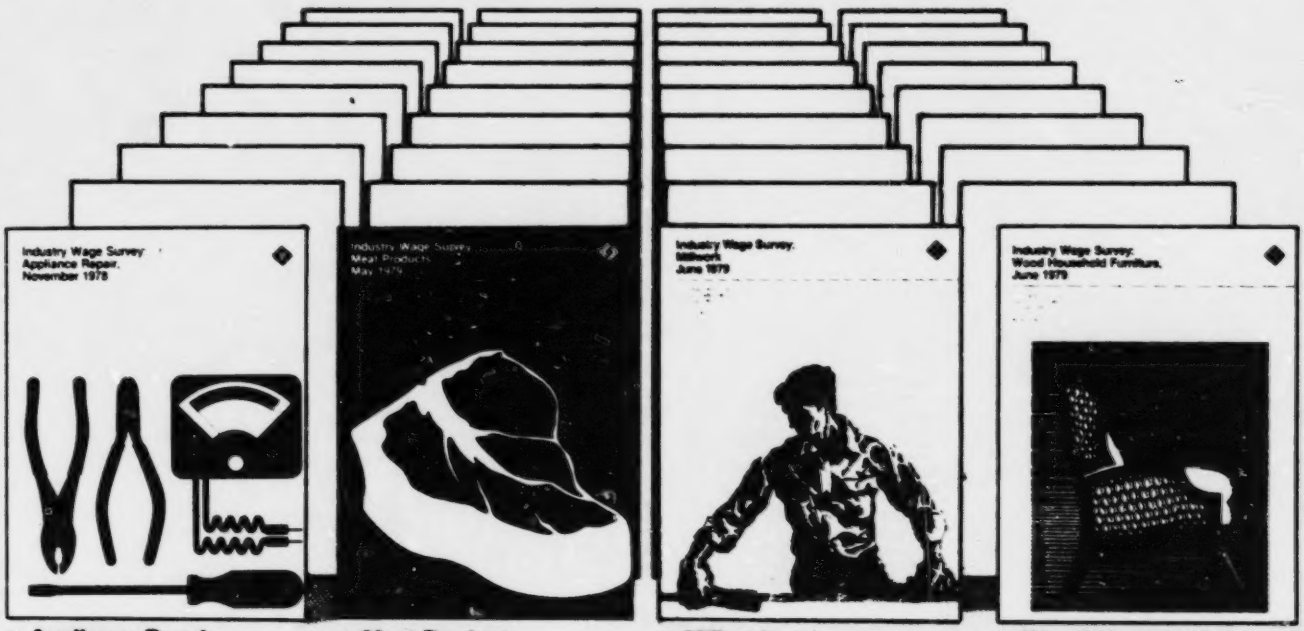

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